

## **TIPS FOR AGENCIES WORKING WITH YOUNG VOLUNTEERS**

- Respect - if you give it, you will receive. Young people respect adults who listen and ask challenging questions.
- Communication - honest and open exchange of ideas is crucial.
- Investing in the future is accepting young people as leaders today.
- Decisions about young people should be made with young people. Involving youth from the beginning builds ownership and evokes creativity.
- Reflection on the work completed helps everyone appreciate the importance of their work – learn from experiences.
- Mistakes and failure happen - young people need encouragement and support to learn from mistakes.
- Avoid tokenism: one or two young people on a board may feel intimidated or inadequate to represent all of their peers.
- Set roles and responsibilities at appropriate levels.
- Involve youth in the process of creating projects and delegating responsibilities.
- Consider youth a resource now and a potential lifelong volunteer and donor.
- Volunteers under the age of 14 are best supported and most helpful if an adult volunteer is responsible for supervising. Make sure adult volunteers know the expectation of the youth to help implement the task.
- Find what motivates young volunteers and why they chose to give their time to your organization. Do your best to give them tasks that are motivating and inspiring.